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# Public SECTOR

## Delayed contract talks spark an angry protest

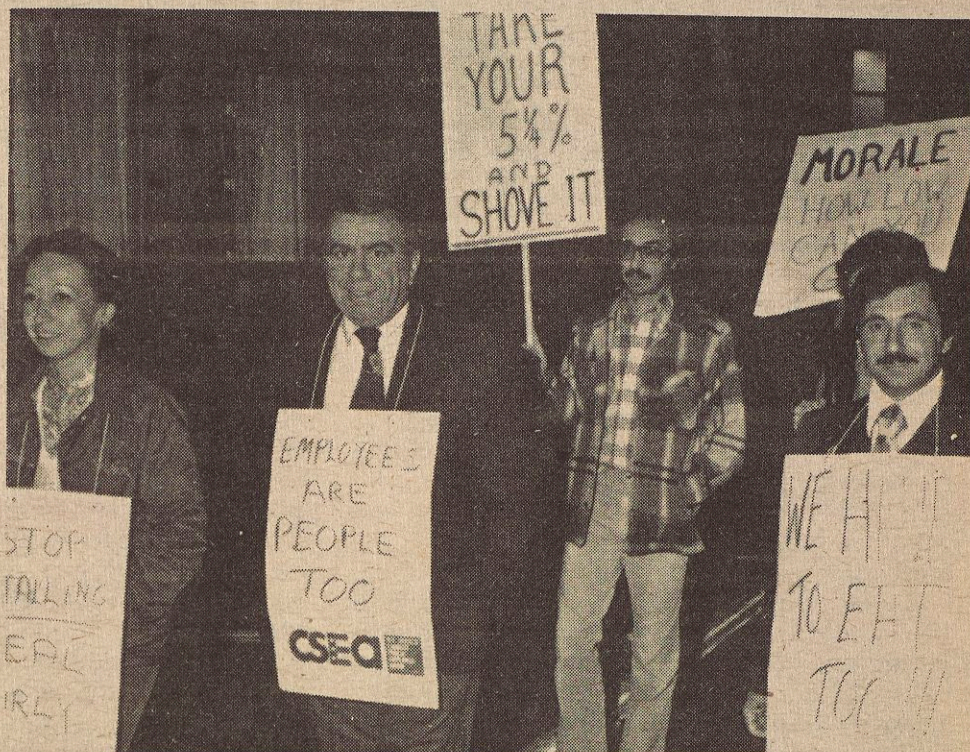
NEW ROCHELLE — An angry group of City of New Rochelle CSEA Unit members, with strong support from union officials and members of several other units from Westchester County Local 860, demonstrated recently outside city hall to protest stalled contract negotiations.

Following the intense demonstration, Unit President Anthony Blasie addressed a meeting of the City Council and charged the city administration with bad faith bargaining in some instances and, in recent days, with refusing to negotiate at all. Pointing out the CSEA members have been without a

contract for the past ten months while negotiations have dragged on for over a year, Blasie said if a city management raise of 12% this year "was withheld until we settled a contract, you can bet they would have made a damn sight better effort to negotiate."

Westchester Local 860 President Pat Mascioli, who marched on the line with unit demonstrators, stated "It always seems to be our members who are most adversely affected by cutbacks and layoffs. If they are not laid off, they wind up performing a double work load because laid off employees are never replaced. In addition, the administration continually attempts to cut back on salaries and benefits for employees who are now working even harder."

The New Rochelle Unit received their last raise on January 1, 1979. The negotiations have progressed through fact-finding, with the Unit rejecting a fact-finders report as being too low. The Factfinder had recommended a two-year deal with increases of 3½% effective retroactive to January 1, 1980, 4% on July 1, 1980 and 4% increases on January 1, 1981 and July 1, 1981. "At this point in time, our members want a one-year contract with a straight 7% effective January 1, 1980" said Blasie. The dispute is scheduled to come before the City Council on November 18, 1980, for a legislative hearing, at which time Council will impose a contract.



ON LINE — Leading New Rochelle Unit members in protest over stalled negotiations are, from left, Local 860 Sergeant at Arms Grace Ann Aloisi, Local 860 President Pat Mascioli, and New Rochelle Unit President Anthony Blasie.

## Unemployment decision near

ALBANY — The legal battle continues to wage on two fronts over whether non-instructional school personnel can receive unemployment insurance during the summer.

CSEA's test case — that of Claire Hess, a cafeteria employee with the Baldwinsville Central School District since 1973 — has been argued before the New York State Court of Appeals, and a decision is expected next month.

The Hess case could set a precedent for thousands of school district employees represented by CSEA.

As there was no job security clause in the collective bargaining agreement between Baldwinsville and CSEA, Claire Hess applied for unemployment insurance benefits in June 1978. After the local unemployment insurance office ruled her ineligible for benefits, appeals were made to three levels, ending with the Appellate Division of the New York State Supreme Court.

When that appeal failed, CSEA attorney James Featherstonhaugh argued the Hess case before the state's highest court and is now awaiting a decision.

The battle continues on other fronts as well.

CSEA filed improper practice charges against some school districts. The union argued that school districts must now negotiate the question of a job security clause and put it in the collective bargaining agreement in order to relieve themselves of paying unemployment insurance benefits over the summer.

The Public Employment Relations Board (PERB) rejected that contention, and CSEA appealed in Albany County Supreme Court. The question will soon be argued before a panel of Appellate Division justices.

## Taylor Law workshop scheduled

ALBANY — "A Re-Examination of the Taylor Law" will be the theme explored during the Governor's Conference on Public Sector Bargaining at Albany's Empire State Plaza Nov. 12-13.

Scores of CSEA observers will be among those attending the in-depth workshop sessions which include: Interest Arbitration and its Role In Dispute Resolution; An Evaluation of Adjudicatory Procedures; Bargaining in a Recession Economy; Affirmative Action and Its Impact at the Bargaining Table; and Public Sector Bargaining and the Legislative Process.

In addition, a half-day seminar on Issues in Bargaining Under the Taylor Law will be subdivided to explore the special problem in education and in municipalities.

# VOTE

for all the  
candidates  
endorsed by



GETTING OUT THE VOTE — For the past several days leading up to election day, CSEA volunteers and staff have been manning telephone banks at several locations throughout the state to contact CSEA members, inform them of the union-endorsed candidates, and urge their participation at the polls election day. Shown at a telephone bank located in the CSEA Capital Region headquarters in Albany are, from left, Patricia Harr of Local 670, Barbara Charles, a member of the CSEA Womans Committee; Regional Political Action Committee member Ernestine Lafayette, and Local 670 member Florence Douglass.



Discharged mental patients lash out at social workers, society

# Dutchess County bears an angry burden

By Stanley P. Hornak

POUGHKEEPSIE — In this story everybody loses — the mentally ill, the community at large, and the public employee.

Recently, several CSEA members who work at the Dutchess County Department of Social Services got together to describe some of the hassles they have to contend with because the state is flooding the area with discharged mental health patients, commonly called, "the deinstitutionalized."

The gathering was prompted by something more than a hassle — a Sept. 18 assault on Caseworker Jan Liesenbein. As the caseworker describes it, she was concerned about one of her clients whom she hadn't seen for a couple of days. She says frankly, "I was worried . . . I went to her house to look for her. . . I know that if she doesn't go for her treatments nobody cares . . . I did. . ."

When she found the client we'll call "Mrs. X," a chain of events started that still leave the caseworker visibly shaken.

Here's what happened.

For no apparent reason, the client suddenly became very agitated and started to punch the caseworker. Fortunately, Liesenbein was agile enough to avoid serious injury, but she did sustain a cut near her left ear which required four stitches. She also managed to avoid the kicks and bites directed at her, thanks in part to the intervention of several passersby: Fearing for her safety, especially since the cut was caused by a rock thrown at her, the caseworker decided to press charges; "Mrs. X" was apprehended, it took four policemen to subdue her.

Going to court, "Mrs. X" openly discussed the assault and said she would, "do it again."

Senior Social Welfare Examiner Mary Rich says the state puts an unfair burden on them because they have to take care of people who in many cases, "just can't cope."

"They come here, make demands, get angry and threaten us," she relates, "and many of these same people have no idea of money

**"They come here, make demands, get angry and threaten us," says fear-stricken caseworker Jan Liesenbein of Dutchess Co.**

management or personal care because they've been institutionalized their whole lives until they are dropped on our doorsteps." Since they have no means of support, they end up on public assistance.

A deputy sheriff is always on duty working hours at the Department of Social Services in Poughkeepsie.

Another caseworker, Charles King, who is also a housing coordinator, joins in by emphasizing, "money management is a big problem, especially since people are being released with IQs as low as 50.

"Our family services unit gets them, and these clients can be triggered by the simplest thing." King goes on, "They make everyone uneasy, and our homemakers can tell all kinds of horror stories, like the one who was threatened with being shot, or how when you take them out to buy food, they run their shopping carts into other people." Deputy Commissioner Howard Swart adds that the current system has, "plenty of impact on caseworkers, is very time consuming, very threatening to them and detrimental to morale."

Examiner Helen Zocco puts her finger right on the source of trouble when she points to "the state," complains that the current system is, "frustrating" and suggests "Mental Health be mandated to do the follow-up." Similarly, Field Representative John Deyo describes "deinstitutionalization" as simply, "passing the buck — and the problem — from the state to county and local governments." He cites the sense of fatalism which surrounds the issue but stresses, "every problem has a solution," and says the union must, "embarrass the state before the public in order to get to resume its rightful role."

As for Jan Liesenbein's day in court, doctors



**CASEWORKER JAN LIESENBEIN tells her story. . .**

recently found "Mrs. X" incompetent to stand trial, and the charges were dropped. Indeed, only after the caseworker did some investigating of her own, using sources outside DSS, was she able to learn that the woman had a previous "record" which most recently included a 3rd degree assault charge for stabbing two people. For that act, "Mrs. X" spent a whole month in Hudson River Psychiatric Center. Nevertheless, the caseworker vows, "to stand up for her rights," and expresses amazement that the state would release such a person without at least making her full case history available too.

Since the assault, Liesenbein describes as, "pretty pitiful" the steps she had to take, the people she had to contact, the letters she had to write, to keep up the pressure so "Mrs. X" wasn't put right back on the streets. Even the legal system seemed perplexed once all the facts came out, and at this writing the client still remains at Hudson River, although she belongs in a more secure facility, but probably will just end up released. It's anybody's guess, and that's how the system works in New York State.

## Suffolk Local 852 picnic



**SUFFOLK COUNTY LOCAL 852 President Ben Boczkowski, above, left, greets the head of the Suffolk County Labor Department, Jack Farneti; Region I Director William Griffin; and DOT Local 508 President Louis Mannellino; at the Local 852 picnic.**



**TAKING HIS TURN ON THE GRILL at right, is Suffolk County Local 852 President Ben Boczkowski at the Local 852 picnic while he converses with Nassau County Local President Nicholas Abbatiello.**



# Union battles Suffolk County layoff plan; charges proposal reckless and dangerous

HAUPPAUGE — The Suffolk County Legislature only has until Nov. 5, 1980, to restore 140 positions which County Executive Peter F. Cohalan has proposed be eliminated in his budget for 1981, so Suffolk County Local 852 President Ben Boczkowski has been leading a major lobbying effort to convince the county legislators and the county administration to prevent the layoffs. Local 852 Executive Vice President Robert Kolterman outlined reasons why the layoffs should not be enacted.

- Most of the proposed layoffs are in the Department of Social Services which is already understaffed. Many of the positions are 75-100 percent reimbursed by the State and/or federal governments.

- The proposed layoffs will mean the closing of a number of county health facilities, including the mental health center in Farmingville and the methadone treatment center in Babylon.

- The proposed layoffs would save the average taxpayer four dollars a year, not counting the increased Unemployment Insurance and welfare costs caused by the layoff. It is doubtful whether any savings at all will be caused by the proposed layoffs.

- The bump and retreat seniority provisions of the contract will cause chaos within the county, which has facilities stretching the 78-mile length of the county.

- CETA employees doing the same work as the CSEA members have to be laid off first.

Kolterman said Local 852 is compiling a list of CETA employees in the Departments of Social Services and Health to insure the rights of all CSEA members are protected.

Boczkowski, in a message to Department of Social Services and Health CSEA members said:

"Your union board is aggressively countering actions by management to layoff DSS and DHS people. Job security is of the highest priority. With bump and retreat, hundreds of positions could be affected.

We are fighting back at the bargaining table, in the legislature, in the offices of the county executive, labor relations, civil service and the department administrations.

"The reckless elimination of experienced workers and the lack of professional, technical and screening personnel will lead to dollars flying out of the taxpayers' pockets. There are great dangers entailed in experimentations such as management has proposed. These changes are not documented or substantiated anywhere.

"Because the revocation of services to certain segments of the citizenry is threatened, the question of constitutionality arises. Centralization of health and social services will further divide the middle and lower classes of society more than they are now."

## Calendar of EVENTS

### November

- 7-9 — Ad Hoc Women's Conference, Granit Hotel, Kerhonkson.
- 8 — Rome Developmental Center Local 422 Stewards Training Seminar, conference room, RDC, 9 a.m.-3 p.m.
- 9 — Unveiling for the late Nassau County Local 830 activist Molly Falk, 1 p.m., Montifiore Long Island Cemetery, Springfield Gardens.
- 12 — Suffolk County Local 852 Executive Committee meeting, 7 p.m., 755 Waverly Avenue, Holtsville.
- 12 — Westchester County Local 860 Executive Committee meeting, 196 Maple Avenue, White Plains.
- 14 — EnCon Local 655 social night, Sheraton-Airport Inn, 200 Wolf Rd., Albany. Buffet 6 p.m., entertainment.
- 15 — Long Island Region I election procedures workshop, 9 a.m., Holiday Inn, Hauppauge.
- 17 — Long Island Region I Executive Board meeting, 7 p.m., Musicaros, Melville.
- 18 — Special Committee on CSEA-AFSCME Affiliation meeting, 7 p.m., Howard Johnson's, Plainview.
- 19 — Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
- 21-23 — Southern Region III workshop, Thayer Hotel, West Point.
- 25 — Joint membership meeting of Long Island State Parks Local 102, Department of Transportation Local 508, SUNY Farmingdale Local 606 and SUNY Old Westbury Local 618, 7 p.m., Machinists Hall, Melville.

### December

- 5 — Local 442 Rome Developmental Center annual Christmas Party, 6:30 p.m., Massoud's Restaurant, Washington Mills.
- 12 — Long Island Region I holiday party, 7 p.m., Huntington Towne House, Huntington.
- 19 — Pilgrim Psychiatric Center Local 418 season's greetings party, 4-10 p.m., Pilgrim Psychiatric Center, West Brentwood.

## West Point workshop

FISHKILL — Historic West Point will be the site of a weekend leadership workshop sponsored by the Southern Region on November 21-23, according to Regional President James J. Lennon.

Selected by George Washington for its strategic location commanding the narrows of the Hudson River, West Point — the oldest continuously occupied military post in the United States — was established January 20, 1778.

The event will begin Friday with registration 3:00 to 6:00 p.m. A combination opening session-dinner banquet will be held that evening with a guest speaker planned.

Saturday's meeting, notes Regional Director Thomas J. Luposello, will be split into morning and afternoon workshops, covering such topics as OSHA, Retirement, Civil Service Reform, the CSEA-Employee Benefit Fund, Retirement Counseling and Communications.

Sunday morning a general meeting-critique of workshops will close the event.

The total package for the weekend will be \$98.25 per person, double occupancy, or \$118.24 per person, single occupancy. Lodging, coffee breaks and all meals, including lunch Sunday, will be included.

Reservations should be sent to the Hotel Thayer, West Point, New York 10996 no later than November 14.

Plans for the workshop are being made by the region's education committee which is chaired by Janice Schaff.



CSEA-ENDORSED ASSEMBLYMAN Paul Harenberg, above right, attends a candidates night at Central Islip Psychiatric Center Local 404 and speaks with, from left, Local 404 President James Forsyth, Local 404 member William Brown and Long Island Region I President Danny Donohue.



ATTENDING A CANDIDATES NIGHT at Suffolk County Education Local 870 are, from left, Senator James Lack, Assemblyman Robert Wetz, Long Island Region I President Danny Donohue, Local 870 Vice President Michael Curtin, Assemblyman Antonia Rettaliata and Senator Owen Johnson. All the legislators are CSEA-endorsed for re-election.



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## LETTERS to the Editor

The Public Sector:

The severe impact which inflation has upon the fixed income pensioner is well known and well documented. In recent weeks, you have referred to this situation both editorially and in your reporting. I supported the bill providing the members of the New York State retirement systems with pension supplementation and I will continue to support it until it becomes law.

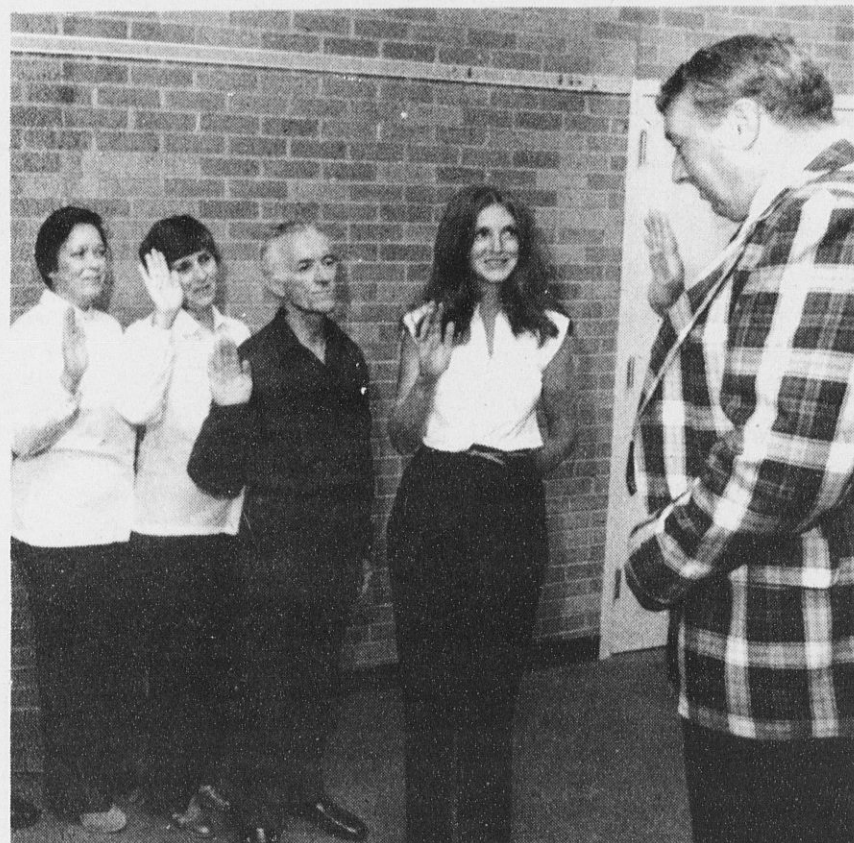
If meaningful relief is to be afforded to those persons who have retired from public employment, the Legislature must have before it sufficient data to determine the extent of the need, and to identify those classes of pensioners who have been hurt the most by the inflationary spiral.

During the Spring of 1980, I commissioned an actuarial study of the economic status of the pensioners of the New York State Employees' Retirement System and the New York State Policemen's and Firemen's Retirement

System. The result of this study was a detailed statistical analysis of pensions, and pension supplementation, which I then furnished to the Governor, legislative leaders, and to public employee unions. Not surprisingly, this study generated a great deal of interest and, because of its technical nature, many questions. In response to this interest, and to assist the Legislature in drafting legislation, we then sponsored a seminar on pension supplementation. As a direct result of this effort, legislation was introduced to authorize increases in the rate of pension supplementation, and to afford the benefit to an increased number of retirees.

As you know, one of these bills was adopted by the Senate and Assembly, but was vetoed by the Governor. In the coming months I will renew our efforts to assist the Legislature in providing pension increases for retired public employees.

EDWARD V. REGAN,  
Comptroller



NEW OFFICERS OF THE Port Jefferson School District Unit of CSEA Local 870 being sworn in are, from left, Vice President Diani Miletti, Secretary Anne Connolly, President Frank McArdle and Cafeteria Unit President Robin Archdeacon. The installing officer was Local 870 President Walter Weeks, right.

## Corrections officer jobs receive two grade pay hike

RIVERHEAD — The approximately 250 Suffolk County corrections officers have received a two-grade reclassification retroactive to July 1, 1980, according to Suffolk County Local 852 President Ben Boczkowski reported.

Local 852 First Vice President Frank Kost said the base pay top of the scale increased from less than \$18,000 a year to more than \$19,000 a year under the reclassification.

The reclassification was passed by the County Legislature only after a lot of hard lobbying with the county administration and the legislature, Local 852 Executive Vice President Robert Kolterman said.

Kolterman said Boczkowski and Corrections Unit President Preston Singer were successful in showing the need for adjusting the correction officer salaries.

He said discussions were held with County Executive Peter Cohalan and Director of Labor Relations Jack Farneti.

### KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.  
This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

#### Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

#### MY NEW ADDRESS IS:

Street \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Agency where employed \_\_\_\_\_

My social security no. \_\_\_\_\_ Agency No. \_\_\_\_\_



**Cast your vote for  
these candidates  
Tuesday, Nov. 4**

**Congressional**

**ELECT** ★ ★ ★  
**Jimmy Carter  
and all other  
CSEA-endorsed  
candidates**

DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	William Carney	R-C	19	Charles Rangel	D-L-R
2	Thomas Downey	D	20	Theodore Weiss	D-L
3	Jerome Ambro, Jr.	D	21	Robert Garcia	D-L-R
4	Norman Lent	R-C	22	Jonathan Bingham	D-L
5	Karen Berstein	D	23	Peter Peyser	D
6	Lester Wolff	D-C	25	Hamilton Fish	R
7	Joseph Addabbo	D-L-R	26	Benjamin Gilman	R
8	Benjamin Rosenthal	D	27	Matt McHugh	D
9	Geraldine Ferraro	D	28	Samuel S. Stratton	D
10	Mario Biaggio	R-D-L	29	Rodger Hurley	D
11	James Scheuer	D-L	30	Mary Ann Krupsak	D
12	Shirley Chisholm	D	32	Jeffrey Brooks	D
13	Stephen Solarz	D-L	34	Frank Horton	R
14	Frederick Richmond	D-L	36	John LaFalce	D
15	Leo Zeferetti	D-C	37	Henry Noak	D
18	Mark Green	D	39	Stanley Lundine	D

**Senate**

DIST.	NAME	PARTY	DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	Kenneth LaValle	R	16	Howard Babbush	D	31	Israel Ruiz	D
2	James Lack	R-C	17	Major Owens	D	32	Joseph Galiber	D
3	Caesar Trunzo	R	18	Thomas Bartosiewicz	D	33	No Endorsement	
4	Owen Johnson	R	19	Martin Markowitz	D	34	John Calandra	R
5	No Endorsement		20	Donald Halperin	D	35	John Flynn	R-D-C
6	No Endorsement		21	Christopher Mega	R	36	Joseph Pisani	R-C
7	John Caemmerer	R	22	Martin Solomon	D	37	Mary Goodhue	R-C
8	Norman Levy	R	23	Vander Beatty	D	38	Linda Winikow	D
9	Carol Berman	D	24	John Marchi	R	39	Jay P. Rolison	R-C
10	Jeremy Weinstein	D	25	Martin Connor	D	40	Richard Schermerhorn	R-C
11	Frank Padavan	R	26	Roy Goodman	R	41	Joseph Bruno	R
12	Gary Ackerman	D	27	Manfred Ohrenstein	D	42	Howard Nolan	D
13	Emanuel Gold	D	28	Leon Bagues	D	43	Ronald Stafford	R
14	Anthony Gazzara	D	29	Franz Leichter	D	44	Hugh Farley	R
15	Martin Knorr	R	30	Olga Mendez	D	45	H. Douglas Barclay	R-C
						46	Michael Simpson	D
						47	Warren Anderson	R
						48	No Endorsement	
						49	Rosemary Pooler	D
						50	Alex Hersha	D
						51	No Endorsement	
						52	Paul Kehoe	R-C
						53	Stephen May	R
						54	Philip Fedele	D
						55	David Collins	R
						56	Ray Gallagher	D
						57	Jess Present	R
						58	Dale Volker	R
						59	No Endorsement	
						60	John Daly	R-C

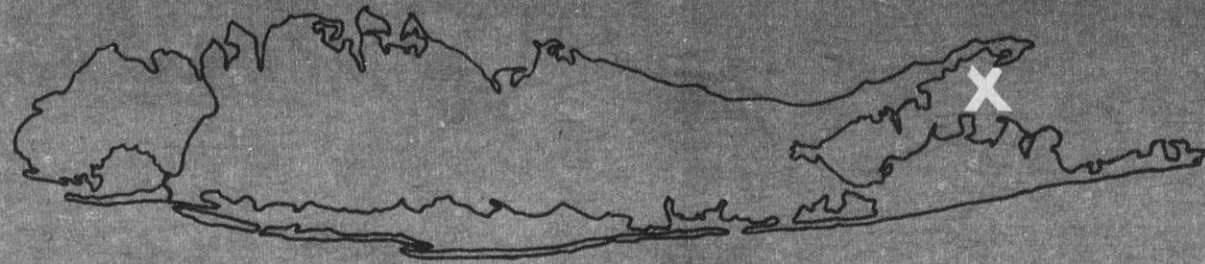
**Assembly**

DIST.	NAME	PARTY	DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	John Behan	R-C	40	Edward Griffith	D	77	Armando Montano	D
2	George Hochbrueckner	D	41	Helene Weinstein	D	78	No Endorsement	
3	I. William Bianchi	D	42	No Endorsement		79	Louis Nine	D
4	Robert Wertz	R	43	Rhoda Jacobs	D	80	Guy Veleva	R
5	Paul Harenberg	D	44	Melvin Miller	D	81	Eliot Engel	D
6	John Cochrane	R	45	Dan Feldman	D	82	Sean Walsh	D
7	John Flanagan	R-C	46	Howard Lasher	D	83	George Friedman	D
8	Antonia Rettaliata	R-C	47	Frank Barbaro	D	84	G. Oliver Koppell	D
9	Louis T. Howard	R-C	48	No Endorsement		85	John Dearie	D
10	Lewis Yevoli	D	49	No Endorsement		86	Vincent Marchiselli	D
11	Philip Healey	R-C	50	No Endorsement		87	Nicholas Spano	R-C
12	Frederick Parola	R-C	51	Joseph Ferris	D	88	Richard Ross	R-C
13	Thomas Gulotta	R-C	52	No Endorsement		89	William Finneran	D
14	Joseph Reilly	R-C	53	Woodrow Lewis	D	90	Gordon Burrows	R
15	Angelo F. Orazio	D-L	54	Thomas Boyland	D	91	John Perone	R-C
16	May Newburger	D-L	55	Thomas Fortune	D	92	Peter Sullivan	R-C
17	Kemp Hannon	R	56	No Endorsement		93	John Fossil	R-C
18	Armand D'Amato	R-C	57	Harvey Strelzin	D	94	Willis Stephens	R
19	Dean Skelos	R	58	Joseph Lentol	D	95	Eugene Levy	R
20	Arthur Kremer	D-L	59	Victor Robles	D	96	Robert Connor	D
21	George Madison	R	60	George Hartigan	D	97	William Larkin	R-C
22	Gerdi Lipschutz	D	61	Elizabeth Connelly	D	98	Raymond Kisor	R-C
23	Saul Weprin	D	62	Paul Viggiano	D	99	Steven Saland	R-C
24	Vincent Nicolosi	D	63	Sheldon Silver	D	100	No Endorsement	
25	Leonard Stavisky	D	64	William Passannante	D	101	Maurice Hinchey	D
26	David Cohen	D	65	Steven Sanders	D	102	Clarence Lane	R
27	Alan Hevesi	D	66	Mark Alan Siegel	D	103	Michael Hoblock	R
28	Andrew Jenkins	D	67	Richard Gottfried	D	104	Richard Connors	D
29	Ralph Goldstein	D	68	Alexander Grannis	D	105	Gail Shaffer	D
30	Anthony Seminerio	D	69	Jerrold Nadler	D	106	Neil Kelleher	R
31	Edward Abramson	D	70	Edward Sullivan	D	107	Clark Wemple	R
32	No Endorsement		71	Geraldine Daniels	D	108	No Endorsement	
33	Ivan Lafayette	D	72	Angelo Del Toro	D	109	Glenn Harris	R
34	John Lopresto	R	73	No Endorsement		110	Joan Hague	R
35	Denis Butler	D	74	Herman Farrell	D	111	Andrew Ryan	R
36	Clifford Wilson	D	75	Jose Serrano	D	112	John O'Neil	R
37	Frederick Schmidt	D	76	Charles Johnson	D		Anthony Casale	R
38	Stanley Fink	D				114	H. Robert Nortz	R
						115	William Sears	R
						116	Nicholas Calogero	R
						117	No Endorsement	
						118	Michael Bragman	D
						119	Hyman Miller	R-C
						120	Melvin Zimmer	D
						121	William Bush	R
						122	Clarence Rappleyea	R
						123	James McCabe	D
						124	James Tallon	D
						125	Lloyd Riford	R
						126	No Endorsement	
						127	No Endorsement	
						128	Deborah Dietrich	D
						129	Frank Talomie	R-C
						130	No Endorsement	
						131	Gary Proud	D-L
						132	Audrey Cooke	R
						133	Andrew Virgilio	D-RTL
						134	Roger Robach	D-C
						135	James Nagle	R-C
						136	James Emery	R-RTL
						137	Steven Hawley	R
						138	Joseph Pillittere	D-RTL
						139	Matthew Murphy	D-C
						140	Robin Schimminger	D
						141	John Sheffer	R-C
						142	Steve Greco	D
						143	Arthur Eve	D-L
						144	William Hoyt	D
						145	Richard Keane	D-C
						146	Dennis Gorski	D-C
						147	Richard Kennedy	R-C
						148	Vincent Graber	D
						149	Dan Walsh	D
						150	Roland Kidder	D



# SHELTER ISLAND

Where employees work extra jobs seeking shelter from inflation



## Contract hopes are to end scalloping as a necessity to supplement incomes

By Hugh O'Haire

**CSEA Communications Associate**  
SHELTER ISLAND — Jutting up hilly as a whale's hump through the current-crossed waters of Peconic Bay, Shelter Island always seems remote and isolated as seen from the fishtail-shaped forks that make up Long Island's East End.

Home of the wealthy and politically powerful, Shelter Island has remained unspoiled and isolated from the economic and social forces operating in the Hamptons on the South Fork and in Southold and Greenport on the North Fork.

Now a new generation of CSEA employees has decided that it is time for Shelter Island to end at least part of its isolation and to start paying employees a more realistic rate for the professional work they do on the island. Although it is small — 11 employees in all — the CSEA unit has vowed to negotiate a contract that is the equal of those on the main island.

"The Town told us that we should settle this contract among ourselves. They said there was no need to bring the union or attorneys in," said Ed Sable, CSEA president. "Then they offered us 6 and 4 per cent for a two-year contract."

"In the past, the Town considered us lucky to have jobs. That was their attitude. Now, however, our jobs have become more demanding and require professional skills," Mr. Sable said. "We think we should be paid accordingly."

The 11-employee Highway and Public Works departments, using a variety of heavy equipment, maintains 54 miles of island road which they oil and patch and keep ready for the summer invasion when the population of Shelter Island triples. The beaches, Shelter Island's pride, must always be kept clean, Mr. Sable explained. During the summers, CSEA members remove seaweed from the shoreline, pick up beer and soda cans, comb the beaches and clear them of debris washed up by the tides. In the fall, CSEA members take in and repaint channel buoys. In addition, Town employees mow grass, paint and maintain signs and the grounds near the Town Hall.

"We're very much understaffed," shouted former president Richard Young over the noise of the motor of a Cat Payloader he was operating. Mr. Young, a heavy equipment operator, was working at the town landfill in central Shelter Island, plowing under garbage, while flocks of squeeling gulls wheeled around his tractor.

Shelter Island has its CETA work force represented in the person of Terrell "J.R." Dallas Jr., who com-

mutes by ferry from his home in Greenport on the North Fork to work on Shelter Island. On a recent crisp fall day, while working with CSEA laborers Debbie Spotteck and Don Loper at Hay Beach where they were clearing beach debris, Mr. Terrell was informed that his CETA job was extended another season.

Employee activities generate from the Shelter Island Highway Garage located on the Island's main street, Route 114, where Arthur Ogar, mechanic, keeps the town trucks and heavy equipment in repair, and where Frank Klenawicus, superintendent of highways, has his office.

Not far away, in the Island's administrative center, negotiations between the CSEA and the town are underway, with Ron King, Region One CSEA field representative, acting as the union negotiator. The present two-year contract ends on Dec. 31.

"It costs more money to live here because all the food has to be transported over from the main island. That doesn't seem to mean anything to the town. All they're concerned with is the tax burden. Well, hell, we're taxpayers

also," said Mr. Sable, an 11-year employee.

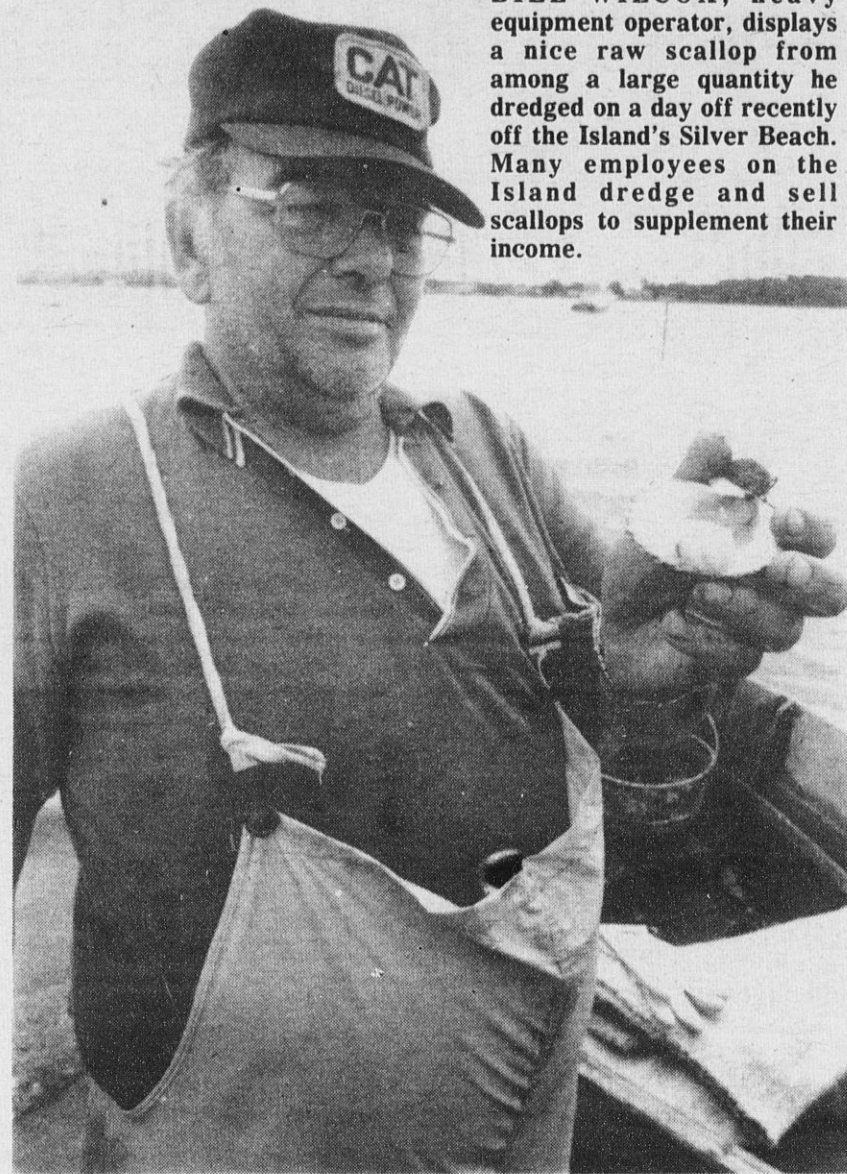
Many employees are forced to dig scallops during the September to March season to supplement their income. "Everyone's got a second and third job here," Mr. Sable said.

Bill Wilcox, heavy equipment operator, pulled his boat to shore in West Neck Creek, after a vacation day of scallop dredging. "Went out at daybreak in West Neck Harbor off Silver Beach," he said gesturing toward several bushels of scallops in the bow of his boat. As he talked, he popped a raw scallop into his mouth in the time-honored way of eating the shellfish on Long Island.

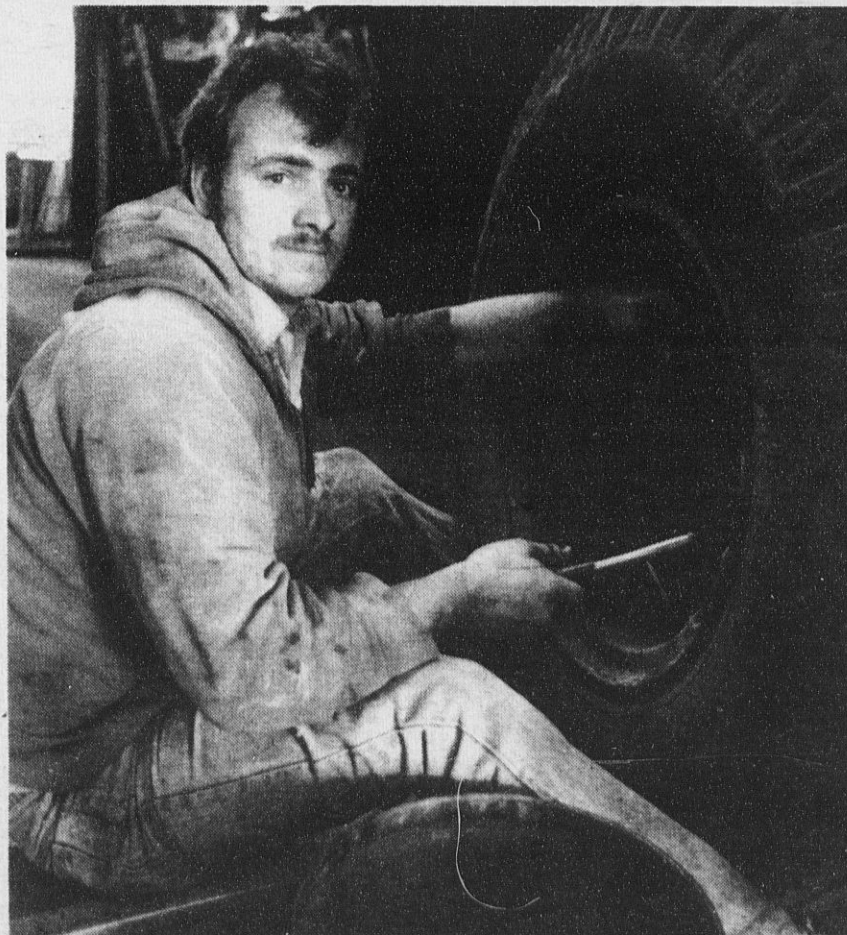
Employees sell the scallops at \$4 a pound wholesale to retail stores who sell them to the public for more than \$10 a pound. The price they receive, however, is a welcome supplement to their salaries, CSEA members say.

While Mr. Wilcox was pulling his boat ashore, Ron King was sitting across a bargaining table arguing for a 15 per cent raise for Shelter Island employees.

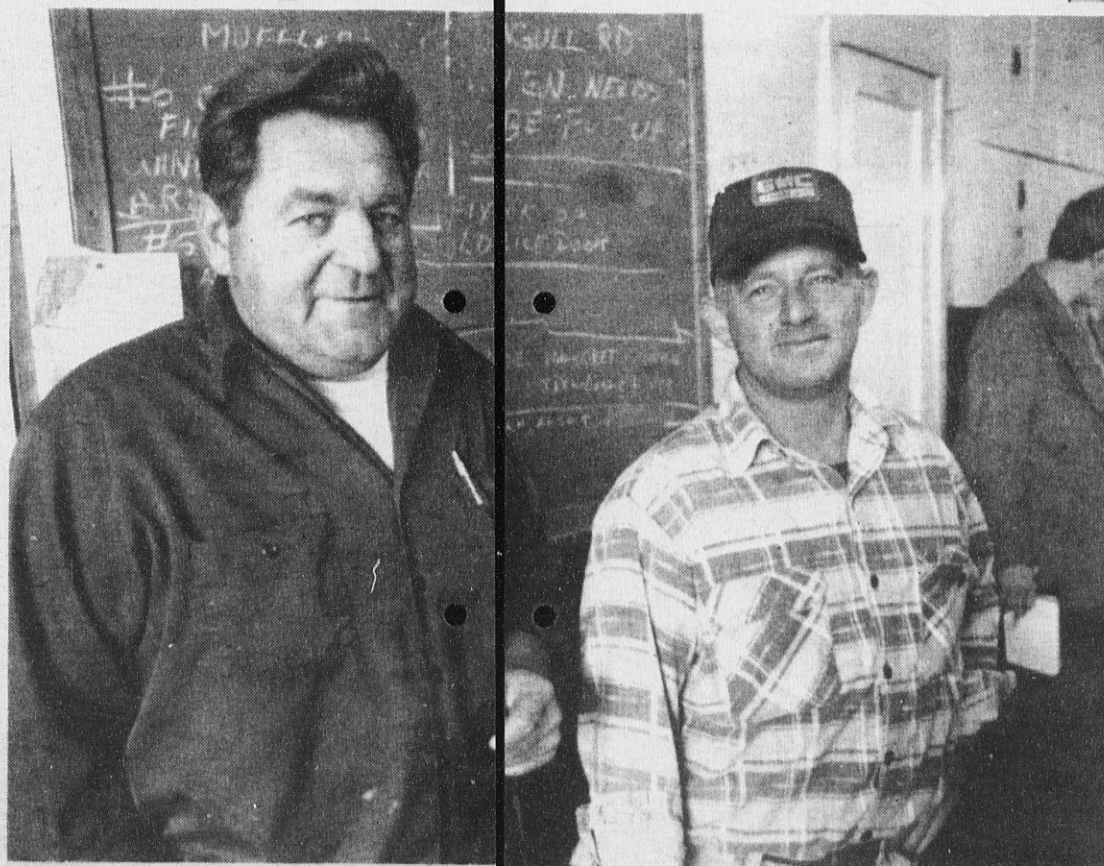
"This year we hope to make scalloping a recreational sport rather than a necessity," Mr. King said.



**BILL WILCOX**, heavy equipment operator, displays a nice raw scallop from among a large quantity he dredged on a day off recently off the Island's Silver Beach. Many employees on the Island dredge and sell scallops to supplement their income.



**ARTHUR OGAR** is a mechanic who works on town vehicles at the Shelter Island Highway Garage on Route 114, the Island's main street.



**HIGHWAY SUPERINTENDENT Frank Klenawicus**, left, and **Foreman Bob Tybaert** supervise the small but elite work force.



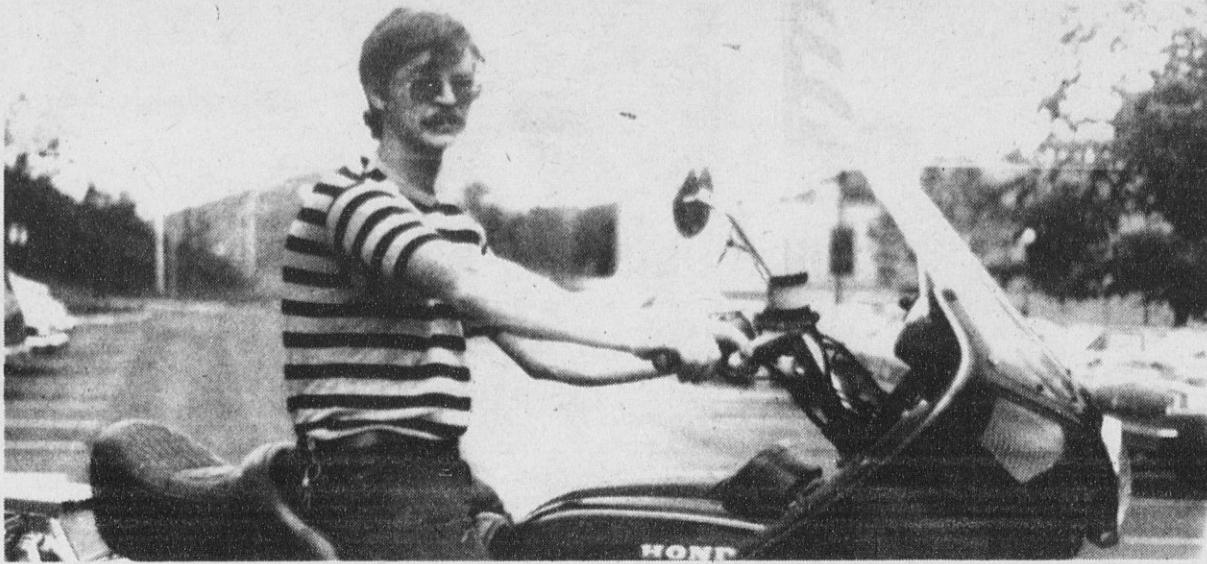
**ED SABLE**, above, is President of the 11-member CSEA Unit of Shelter Island employees, and is currently helping negotiate a new contract for his members.

**RICHARD YOUNG**, left, former CSEA Unit President, says of the Shelter Island work force, "we're very much understaffed."



**SHELTER ISLAND EMPLOYEES** of the Highway and Public Works departments maintain 54 miles of highway and perform countless other related tasks. Here, from left, Don Loper, Terrell "J.R." Dallas Jr., and Debbie Spotteck clear debris from Hay Beach.





## Roger Miller: He gave his kidney and the gift of life to his older brother

**WHILE HE GAVE UP A KIDNEY** for his brother Raymond, Roger Miller of Hamden, New York refuses to give up his motorcycle. His doctor said that motorcycle accidents often result in kidney injuries, and since Roger now has only one kidney, his cycle "should be parked permanently." Yet he wants to lead a normal life and he has made sure his brother will too.

By Sue Bailey

Roger Miller, of Hamden, New York, does not think of himself as a hero. But many people in his community do.

Mr. Miller donated a kidney to his older brother last spring, making it possible for him to live a more normal life and perhaps a longer one. "I would be willing to do that for him," Mr. Miller said, "just like I hope he would do it for me."

A member of CSEA Local 638, Mr. Miller is on the maintenance staff at the State University Agricultural and Technical College at Delhi. He is a lifelong resident of Delaware County and is one of four sons of Ray and Marjorie Miller of Unadilla, New York.

About a year and a half ago, when the oldest son, Raymond, 33, was desperately ill with kidney disease and needed a new kidney, the other brothers met to discuss what they should do. John, 32, volunteered his kidney. But tests showed his kidney was not a good match, and doctors told him there was a 50-50 chance it would be rejected.

Then Roger, 28, and his younger brother Dean, 19, went to Fox Hospital in Oneonta for blood tests that were the first step in determining how well the kidneys would match.

The results showed that Dean's blood would be incompatible. Roger's however, was a perfect match. "I was therefore appointed donor," Mr. Miller recalled with a chuckle. "It was quite a shock."

Mr. Miller had already been to visit Raymond in Binghamton, where his brother went for kidney dialysis three times a week. He had seen enough of dialysis to know, "It's nothing I would want to go through. It's very restricting; you can't have any life of your own." And his brother John had been told by the doctors that Raymond "couldn't live on that forever."

There was no hesitation by Mr. Miller in offering himself as a donor. "I realized I could have said no but I would have had to live with myself after that and I feel that would have been pretty difficult."

Mr. Miller also remembered what it was like when he and Raymond and the other two brothers were growing up in Hamden. "We didn't have everything handed to us," he said. "We learned to appreciate the simple things in life. Then when you are hit with a big thing like that you can see a lot clearer."

Once Mr. Miller had decided to go ahead with his kidney donation, he had to endure a long series of tests at two more hospitals. One two-day test included dye injections on an x-ray table. "The only thing I can compare it to is getting shot with a bullet in the stomach," he said. "I considered it worse than the operation."

The tests were done to make sure that the transplant would not jeopardize Mr. Miller's health and would benefit his brother. He was finally told by doctors at the Upstate Medical Center in Syracuse that they could proceed and he urged them to set a definite date so he could make his summer plans.

The doctors reassured Mr. Miller when they told him some people are born with only one kidney. But they discouraged him when they told him there was a possibility that his brother's system might reject the kidney.

"I got pretty nervous the night before the operation because that's when I knew it was for real," he said. Mr. Miller was relieved after the operation when he learned it was a success. He went to his brother's room for a visit as soon as he was able.

After the operation, Mr. Miller was in the hospital for a period of time. "Maybe a week, 10 days. I've blocked that out completely," he said.

The donation was costly to Mr. Miller in time and money. He used all of his sick days during his recovery and, not wanting to use his vacation time, had to take off an additional week or two without pay.

He said that union members were helpful to him. "They took collections for me and helped me through a bad period. I had many cards from fellow employees and a fruit basket from the CSEA."

Mr. Miller said the biggest disappointment of the whole ordeal is the fact that his brother is still not completely well. "I was hoping it would end all my brother's problems," he said. "But he's having a hard time handling steroids. And he has to learn to live with an alien kidney in his body. It's hard for him. I was hoping for something better."

A disappointment of another type came soon after the operation when Mr. Miller's doctor told him his motorcycle, a 700-lb. Honda GL 1,000, "should be parked permanently." The doctor explained that motorcycle accidents often result in

injury to a kidney and since he now had only one kidney, he could not take a chance.

In this instance, Mr. Miller did not follow the doctor's orders. "That was such a big part of my life, I went ahead and continued riding it," he said. During his summer vacation, he rode with friends to Nova Scotia. He said they "roughed it" with tents and sleeping bags, preferring this method of travel because they met so many people.

Mr. Miller said he feels good now except for some pain where a rib was cut away to get the kidney. "The rib will grow back," he said. "I can honestly say there's no difference in how I treat myself. I don't do anything any differently."

Since the operation last spring, Mr. Miller has been promoted to grade 6, and is a member of the paint crew at the college. Mr. Miller who began at custodial grade 4, said he left his job with a vending firm in Sidney, New York, about two years ago because he thought a state job would offer more opportunity for advancement.

Mr. Miller has recently bought a house in Hamden that belonged to his grandmother. He has also bought a \$200 car to drive on winter days when he doesn't feel like continuing his eight-year custom of riding a motorcycle to work.

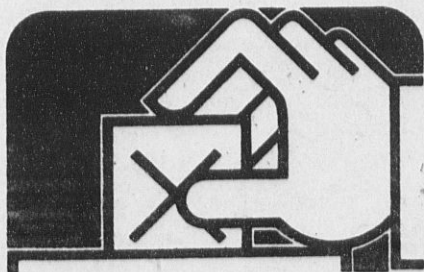
He still enjoys a hobby he discovered shortly after the operation, when he wasn't well enough to ride his motorcycle. The hobby is metal detecting, and he said he has found rings and several coins to add to his coin collection.

There is one result of the operation that Mr. Miller definitely does not like. "I refuse to take my shirt off now. I don't like the scar," he said. "Too many questions."

Although he usually does not like to talk about his experience, Mr. Miller is clear about why he agreed to discuss it one more time. "If it benefits somebody else who might be going through the same stages, then it serves a purpose," he said.

He also thought his story might encourage people to sign the organ donor cards they receive with their driver's license. "It's a shame people don't sign those things and give somebody life. It's a good feeling, knowing you have the chance to help somebody."

The president of CSEA Local 638, Ted Beers, said "He's a tremendous guy. I don't know how to explain it any other way."



**Support union-endorsed  
candidates November 4**







REGION V PRESIDENT James Moore, left, answers a question from a Franklin County Unit committee chairperson at a meeting held recently in Malone. Also attending the gathering to explain available CSEA services and programs were: Gary Peryea, Local 817 President; Floyd Hogeboon, Franklin County Unit President; Don Brouse, CSEA Field Representative; and Frank Martello, Region V. Director.



FRANKLIN COUNTY Unit committee members listen intently as Regional President Moore discusses CSEA services and programs available in Region V.

## Region V Pres. Moore stresses union involvement

MALONE — Stressing the importance of each Unit in the structure of the Local and CSEA, Jim Moore, President of Region V, and Frank Martello, Regional Director, met recently with a selected group of members from the Franklin County Unit of CSEA Local 817 to explain the many services and useful programs offered by Central Region V.

The meeting was scheduled at the request of Floyd Hogeboon, Franklin County Unit President, with the cooperation of Gary Peryea, President of Local 817. A selected group of members from the Unit were invited to attend the meeting to serve as chairpersons for newly-formed Unit committees.

"The main purpose for the meeting," Moore said, "was to get together

with those members who want to become more involved in strengthening CSEA on the Unit and Local levels.

"If our Union is to continue to grow, it must continue to inform the membership that services and helpful programs are readily available for the asking," Moore said.

Both Moore and Regional Director Martello emphasized the importance of establishing a Unit newsletter to improve internal communication. They also stressed the value of membership drives to maximize Union impact during negotiations, Steward Training, Political Action Committees, and the effect of the new Occupational Safety and Health Act for Public Employees.

Several of the new committee members were expected to attend an upcoming Regional Workshop in Syracuse.

## AFL-CIO scores Reagan anti-labor stance

### Reagan flip-flops on crucial union issues

Ronald Reagan's "flip-flops" on issues do not mean that he is suddenly becoming a political moderate, AFL-CIO President Lane Kirkland writes in this week's edition of the *AFL-CIO News*, the federation's weekly newspaper.

"Rather than becoming a moderate, Reagan is in reality practicing the doctrinaire conservative game of drawing a line in the sand and saying: 'Halt! We must go no farther,'" Kirkland says in a signed editorial, "The Reagan Danger," in the publication.

"But the point of his attempted exercise of jumping from opposition to needed government programs to supporting them after they have been enacted is quite simple," Kirkland points out, "if Ronald Reagan had been President these programs would never have been enacted.

"Ronald Reagan may now support the Civil Rights Act of 1964. But when it was crucial for public leaders to support that landmark legislation, he opposed it.

"Ronald Reagan no longer 'prays every night' that the government not bail out New York City. But in the desperate hours when our nation's largest city was at the brink of financial collapse, he opposed rescue legislation.

"Ronald Reagan, in a bald endeavor to gain worker votes, now claims to support the loan guarantees for Chrysler. But when the thousands of

workers dependent upon Chrysler for jobs and the municipalities dependent upon Chrysler tax revenue were face-to-face with bankruptcy and unemployment, Reagan counseled against federal aid. The grave jobless rate in the automobile industry would be disastrously worse if Ronald Reagan had had his way."

Kirkland concluded that "if Reagan is elected President, there won't be any future opportunities for conservative candidates for President to belatedly support financial programs and initiatives that have been enacted. There won't be any new social programs.

"And what city will find itself bankrupt? What major corporation will close its doors and throw thousands of workers on the unemployment rolls? How many workers will die because the government can't stop their employer from using hazardous chemicals? How many workers will be turned away from jobs because of their color or their sex?"

"Working people cannot afford to take the chance. They have to reject the politics of negativism and re-elect President Carter. Without a forward-looking leader in the White House, vital programs that profoundly and positively benefit working people would not have the opportunity to work to improve the lives of Americans."

### Backs J.P. Stevens

WASHINGTON — Ronald Reagan was lined up with the union-busters during the long struggle of J. P. Stevens workers for a union contract, AFL-CIO President Lane Kirkland charged.

When the labor law reform bill was before Congress, Kirkland noted, Reagan was echoing the employer association argument that it would "force compulsory unionism on a great many people."

In fact, the legislation sought to speed up the NLRB machinery and stiffen penalties for lawbreakers, such as Stevens, he pointed out.

Now, six years after they voted for union representation, workers at the Stevens plants in Roanoke Rapids, N.C., have finally won a union contract and the company has agreed to stop its harassment.

"But the workers knew which side Reagan was on during their long battle," Kirkland said. And "he wasn't on their side."

## Mineola library employees gain new agreement

MINEOLA — The CSEA unit at the Mineola Memorial Library ratified a three-year contract giving members \$750 or 7 percent salary increase in the first year — whichever is greater — and seven percent for each of the two remaining years.

In addition, the unit of library professionals, clericals and pages, increased longevity pay by \$100; added .35¢ to the minimum hourly wage, and changed vacation accrual regulations to allow the carry-over of one week's vacation to the following year.

The new contract is retroactive to June 1, 1979. It was negotiated by CSEA field representative Harold Krangle, and negotiations committee members Mrs. B. Smith and M. Hillary.

"This contract demonstrates what we can get when we work together, Krangle said, "and is part of the CSEA effort to get the best possible contracts for library members."

## Region V plans affiliation talks

LIVERPOOL — James J. Moore, Region V President of the Civil Service Employees Assn., has announced a regional meeting to discuss the AFSCME affiliation is scheduled for 1 p.m. Saturday, November 15, 1980, at Le Moyne Manor, Old Liverpool Road, Liverpool.

Robert Lattimer, Chairman of the Statewide Affiliation Committee, and other committee members are expected to attend to answer questions regarding the affiliation.





**PLAYING A MAJOR ROLE** in the process of the Long Island Region I women's workshop was the Region I Women's Committee, including from left, Ida McDaniel, SUNY Old Westbury Local 618; Jean Frazier, Pilgrim Psychiatric Center Local 418; and Geri Cadieux, Nassau County Local 830. Millie Vassallo, Suffolk Education Local 870, also is a member of the committee.

# Region I's first women's conference

**HAUPPAUGE** — More than 150 members of Long Island Region I, both men and women, turned out recently for the first Region I women's conference.

The agenda for the workshop included discussions on job advancement, educational opportunities, assertiveness and stress led by Mary Altpeter of the New York State School of Industrial and Labor Relations — Cornell University.

CSEA Field Representative Ronald King, CSEA Attorney Marge Karowe and AFSCME Education Department Representative Bailey Walker spoke on grievance procedures.

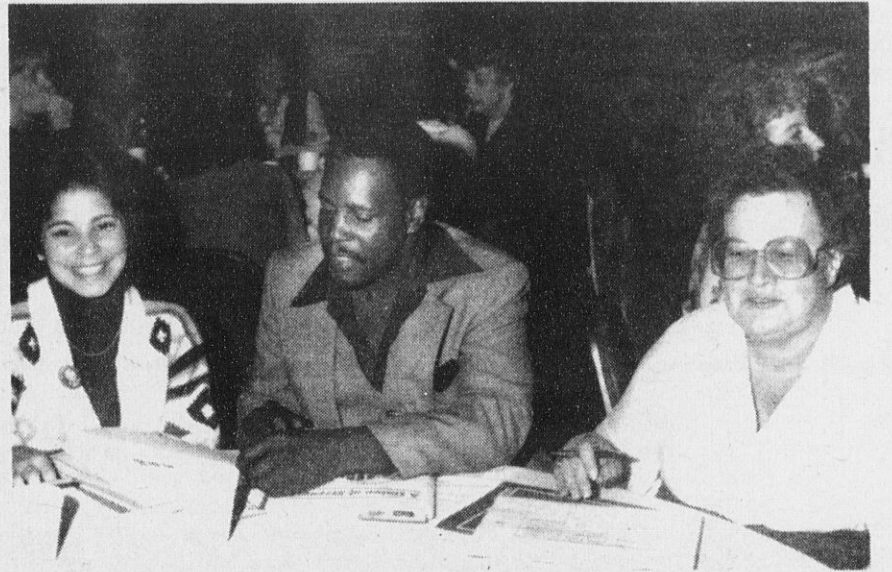
Ms. Karowe also spoke on the subject of comparable worth of different jobs.

AFSCME's Walker, Anita Patterson and Marsha Anderson led discussions on sexual harassment and on-the-job problems faced by women.

Attending the workshop were members of the Ad Hoc Women's Committee.



**LONG ISLAND REGION I** President Danny Donohue chats with Frances Bates, left, and Carol Craig, both of Suffolk Education Local 870; at the Region I women's workshop in Hauppauge.



**LONG ISLAND STATE PARKS LOCAL 102** members attending the Region I women's workshop are, from left, Lillian Cilio, Arthur Loving and Carolyn Gutman.



**SUFFOLK COUNTY LOCAL 852** members attending the Long Island Region I women's workshop are, from left, Ann MacBeth, Barbara Horoski, Leah Besserman and Mary Cullon.



**ATTENDING THE REGION I WOMEN'S COMMITTEE** workshop in Hauppauge is the Ad Hoc Women's Committee including, from left, Geri Cadieux, Region I; CSEA Attorney Marge Karowe; Chairman June Scott, Reg. IV; Joanna Williams, Region VI; Shirley Brown, Region IV; CSEA staffer Cindy Chovanek; and Margaret Meaders, Region II.



**SPEAKING ON GRIEVANCE HANDLING** at the Long Island Region I women's workshop are, from left, CSEA Field Representative Ronald King and Bailey Walker of the AFSCME Education Department.





CSEA MEMBERS, INCLUDING METROPOLITAN REGION I PRESIDENT James Gripper and Brooklyn Developmental Center Local 447 member Glinnie Chamble take part in the Amalgamated Clothing and Textile Workers Union demonstrations against the corporate supporters of the J. P. Stevens Company recently in New York City.

## While unions picket Stevens news of contract is publicized

NEW YORK CITY — At virtually the same time a historic labor contract was announced in North Carolina between the Amalgamated Clothing and Textile Workers Union (ACTWU) and the J. P. Stevens Company, the latest major demonstration in the 17-year union struggle to win that contract was taking place in New York City. And, as it has been in the past, the Civil Service Employees Assn. was a part of that demonstration effort on behalf of its brother union.

It may have been the last such demonstration, since the October 15 demonstration was designed to show the involvement of the business and financial community with the Stevens Company, and part of the ACTWU compromise in the contract settlement called for an end to such activities.

The October 15 demonstration targeted the Metropolitan Life Insurance Company, Sperry Corporation and J. C. Penny for their involvement with the Stevens textile empire.

CSEA was one of scores of trade union delegations demonstrating in New York, along with members from numerous consumer groups and ethnic, religious and minority organizations.

The contract agreement covers only employees in seven Stevens plants, and organizational efforts will continue in the remaining plants not covered by the milestone contract. But, because of the compromise, it's doubtful that such highly successful tactics as the public demonstrations and a boycott of Stevens products, both supported by CSEA along with virtually every union in the country, will be employed.



CONFERRING IN QUEENS BOROUGH HALL after having met with the Queens Democratic Party legislative caucus are, from left, Creedmoor Psychiatric Center (CPC) Local 406 Legislative and Political Action Chairman Joseph Healy, CPC Director Yoosuf Haveliwala, CPC Deputy Director for Administration Nicholas Dubner, CSEA Field Representative Bart Brier and Local 406 President Dorothy King. The quintet asked the legislators to support additional staffing of CPC and the closing of the unofficial forensic unit at CPC.

## Talks bring better working conditions

VALHALLA — Improved working conditions at the four worksites manned by Westchester County Corrections officers appears to have come about as the result of a recent meeting between CSEA and county officials, according to Westchester County Unit President Raymond J. O'Connor.

The approximately 270 corrections officers work at the county jail, county penitentiary, county women's jail and the secure ward of the county hospital, all in Valhalla.

Representing CSEA at the recent meeting were O'Connor, Unit Grievance Chairman John Whalen, CSEA Collective Bargaining Specialist Ronald Mazzola, corrections officer shop stewards led by Peter Convery and Westchester County Local 860 President Pat Mascioli.

The management personnel in the meeting were led by County Executive Alfred DeBello and Corrections Commissioner Al Gray.

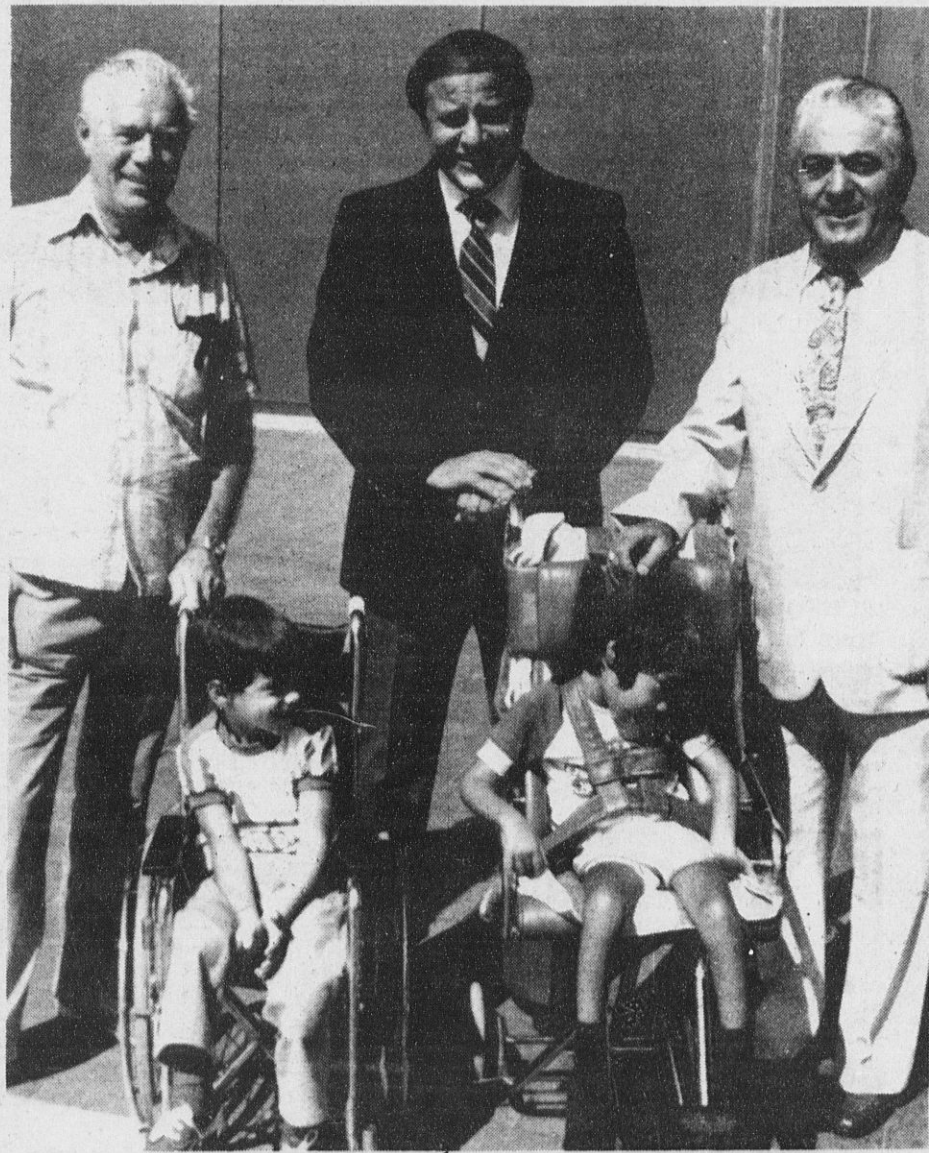
O'Connor said the results of the meeting were:

- A joint health and safety committee would be established for the corrections officers and management which will meet regularly.
- A monthly labor-management meeting between the department and the shop stewards will be held to discuss labor relations problems.
- Overtime will be increased, and overtime rosters based on seniority will be posted.
- The proposed budget will include additional corrections officer positions — possibly as many as 50.

Impetus for the meeting came from the corrections officer shop stewards because of inmate overcrowding, short staffing and the safety and security problems caused by the crowding and short staffing, O'Connor said.

He praised the five shop stewards for their "vigilance in representing the members by bringing the problem to the unit for coordinated action.

"The union is pleased with the receptive attitude of the County Executive DeBello and Commissioner Gray in meeting the needs of the county corrections employees.



NASSAU COUNTY LOCAL 830 President Nicholas Abbatiello, right, joins Nassau Community College Adjunct Faculty Association President John Meehan, left and Nassau County OER Director Vito Competiello with, in wheel chairs, Thomas Hackett and Bruno Velevil at Nassau/Suffolk Handi-Capable Day. The all-day event was held at Nassau Community College in Uniondale and was attended by many officials including the county executives of both counties. Abbatiello took part in a wheelchair basketball game.



# PEOPLE



CSEA-AFSCME Local 1000 will conduct a fund-raising drive during the next year to support the efforts of the P.E.O.P.L.E. Program. Public Employees Organized to Promote Legislative Equality (PEOPLE) is the Political Action Committee of AFSCME.

Ramona L. Gallagher, CSEA's P.E.O.P.L.E. Coordinator for New York State, says "We made a tremendous start at the delegates' meeting in

Niagara Falls. Our P.E.O.P.L.E. Breakfast was a sell-out and the delegates were enthusiastic about this worthwhile program."

Ms. Gallagher summarized the plans for the drive explaining that the goal is roughly \$1.00 per member. The contributions must be strictly voluntary because dues money cannot be used for this purpose according to Federal Election Law. The monies received will be used to help candidates in

various Congressional and Federal election campaigns.

Region Presidents have been asked to designate P.E.O.P.L.E. Coordinators to assist on this project. To date the following coordinators have been appointed: Region I — Jean Frazier and Lou Mannellino; Region IV — Mazie Fort and Ernestine Lafayette; and Region VI — Sheila Brogan.

"The cooperation and support of the union's officers are extremely important," Ms. Gallagher emphasized. "And, obviously, the membership's generosity and concern will make or break us. I'm confident they'll respond in their usual positive manner since they realize how much is at stake in November's elections."

Contributions (personal check or money order) made payable to P.E.O.P.L.E. can be mailed to the CSEA-AFSCME Legislative Office, 2020 Twin Towers, 99 Washington Avenue, Albany, New York 12210. "At the end of September, 1981, we would like to recognize the Region which has been most successful in reaching the \$1.00 per member goal," concluded Ms. Gallagher.

your  
**Vote**  
Counts

Help PEOPLE today . . .  
and elect union-endorsed  
candidates November 4

## KICK IN

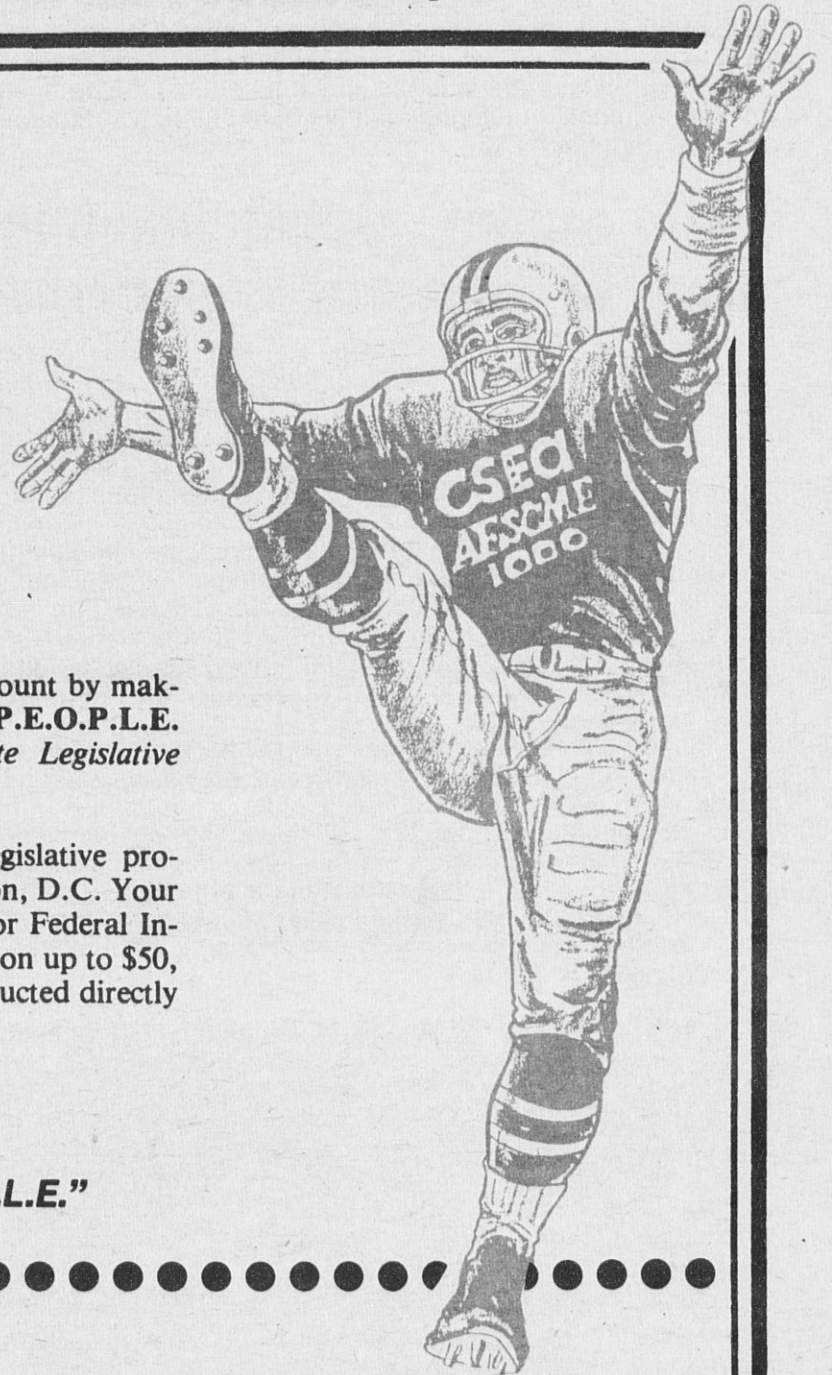
to

### "Remember in November"

For the first time, CSEA, AFSCME Local 1000, will be involved on a big scale in various Congressional and Federal election campaigns. It's no secret that it takes **MONEY** to win these elections.

Union members can make their dollars count by making *voluntary* personal contributions to P.E.O.P.L.E. (Public Employees Organized to Promote Legislative Equality) to help our candidates.

P.E.O.P.L.E. is AFSCME's political/legislative program and acts as your "voice" in Washington, D.C. Your contributions may be eligible for a credit for Federal Income Tax purposes. Half of your contribution up to \$50, or up to \$100 on a joint return, may be deducted directly from the amount of tax you owe.



Make Checks Payable to "P.E.O.P.L.E."

- ★ OPENING KICK-OFF ..... \$1.00
- ★ QUICK KICK ..... \$3.00
- ★ PUNT ..... \$5.00
- ★ FIELD GOAL ..... \$10.00
- ★ TOUCHDOWN ..... \$15.00

(Please fill out the following for tax-deduction purposes)

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ADDRESS: \_\_\_\_\_



Send all donations to: CSEA/AFSCME Legislative Office  
2020 Twin Towers  
99 Washington Avenue  
Albany, New York 12210



NOTE: A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C.